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DEPARTMENT OF SCHOOL & MASS EDUCATION

RESOLUTION

The 19th November 2009

In pursuance of Article 243G of the Constitution of India, as inserted by the Constitution (73rd Amendment) Act, 1992 conferring powers to hand over the elementary education to the control of Zilla Parishad and other Panchayati Raj Institutions, Government have been pleased to issue this Resolution in supersession of this Deptt. Resolution No. 673/SME., dated the 10th January, 2008, 31st May, 2006 and Corrigendum No.20000/SME., dated the 12th October,2006 and Resolution No.22438/SME., dated the 14th November, 2007 & Addendum No.3817/SME., dated the 26th February, 2009 provided that engagement made, action taken or things done under the provisions of the Resolution and Corrigendum so repealed shall be deemed to have been taken, made, issued or done under this resolution, namely : —

1. That, all the functions of elementary education will be transferred in phases to Zilla Parishad and other Panchayati Raj Institutions.

2. That, henceforth all the Swechhasevi Sikshya Sahayaks (SSS) including the existing one and the new recruits shall be called Sikshya Sahayaks (SS).

3. That, engagement of all new Sikshya Sahayaks (SS) will be made by Zilla Parishad as per requirement under the programme of Elementary Education and Sarva Sikshya Abhiyan (SSA). The services of Sikshya Sahayaks (SS) will be placed with Village Education Committee (VEC).

ENGAGEMENT:

4. Sikshya Sahayak (SS) will be engaged in each Education District Unit wise by the Zilla Parishad by a Selection Committee to be headed by the Collector-*cum*-Chief

Executive Officer, Zilla Parishad as Chairman and Circle Inspector of Schools, District Inspector of Schools, District Project Coordinator (SSA), District Employment Officer and the District Welfare Officer as members. The District Project Coordinator (SSA) will act as Convener of the Committee, who shall prepare the draft select list and place the same before the Zilla Parishad with due approval of CEO-*cum*-Collector. The final selection will be made by Zilla Parishad within 15 days at the maximum. In case the Zilla Parishad does not finalise the select list within the stipulated time, the draft select list submitted by the CEO-*cum*-Collector will be deemed to be approved.

4.1 The Right of children to free and compulsory Education Act proposes to provide free and compulsory education to every child. The duties and responsibilities of State Government, Local Authorities are to ensure good quality education at elementary level. The SSA guidelines also indicate that for quality education in elementary Schools, priority shall be given for engagement of teachers with Science and Mathematics background for every new Upper primary school having classes VI to VIII. Similarly trained graduate Science teachers are to be recruited for the Upper Primary Schools where class VIII has been opened or proposed to be opened by way of upgradation. As per Orissa Elementary (Method of Recruitment and conditions of service of teachers and officers) Rules-1997 40% of vacancies at level-V of the service shall be filled up by the candidates having Bachelor Degree in Arts, Science or Commerce or qualification equivalent thereto with Bachelors Degree in Education.

In order to provide adequate no. of Trained Graduates teachers in the cadre and to ensure quality education at Elementary level, out of 17820 vacant posts of Sikshya Sahayak 10534 no. of posts shall be filled up by the trained graduates candidates having science background and 1542 no. of posts shall be filled up by the candidates having B.A. /B.Com. with B.Ed. qualification as 3rd teacher (Arts) in Upper Primary Schools.

Out of remaining 5744 vacant posts of Sikshya Sahayak 2931 no. of posts shall be filled up by the CT candidates having +2 Sc. background and 2813 no. of posts shall be filled up by the candidates having Matric/+2 with CT qualification from recognised Board/University or examination equivalent thereto.

If trained +2 science candidates are not available, in such case untrained +2 science candidates may be considered for engagement on merit with

condition that such untrained candidates shall acquire required training qualifications at their own cost within a period of 5 years from the time of their recruitment.

Similarly if B.Ed. candidates with science background are not available, in such case untrained science graduates may be considered for engagement on merit with the condition that such untrained candidates shall acquire required training qualification at their own cost within a period of 5 years from the time of their recruitment.

- 4.2** Selection shall be made only on merit i.e. on the basis of percentage of marks secured in Matriculation /+2 and C.T. or examination equivalent there to for C.T. candidates and B.A./ B.Sc./ B.Com examination and B.Ed. or examination equivalent there to for B.Ed. candidates. If trained +2 science candidates are not available, in such case untrained +2 science candidates may be considered for engagement on merit with condition that such untrained candidates shall acquire required training qualification at their own cost within a period of 5 years from the time of their recruitment. Similarly if B.Ed. candidates with science educational background are not available, in such case untrained science graduates may be considered for engagement on merit with the condition that such untrained candidates shall acquire required training qualification at their own cost within a period of 5 years from the time of their recruitment.

In case two or more candidates secure the same marks, the candidate older in age and if ages are same, the candidates passing matriculation examination earlier will be placed above the other in the select list. In case of SC,ST and PH categories in case CT trained candidates are not available untrained +2 Science /+2 Arts candidates against C.T. posts and untrained B.A./B.Sc./ B.Com candidates against B.Ed. posts of that category can only be engaged. But against SC and ST quota, non SC/ST candidates shall not be engaged.

- 4.3** The select list for each Education District unit will be valid for a period of one year from the date of it's finalisation. This select list will be 150% of the posts advertised for such Education District unit.
- 4.4** Orders of engagement shall be issued by the Zilla Parishad through its Chief Executive Officer-*cum*-Collector of the District. The engagement will be on an

annual contract basis. Contract will be renewed in subsequent years depending on the performance of the candidate. While renewing the contract of the Sikshya Sahayaks (SSs), the Zilla Parishad / Collector-cum-CEO, Zilla Parishad must see that the Village Education Committee of the concerned school has given positive certificate in his/her favour about regular attendance and satisfactory teaching. The Sikshya Sahayak (SS) can be removed from engagement with a prior notice of 30 days, if she/he violates the conditions of the contract on the basis of adverse report of the Village Education Committee.

5. MODE OF APPLICATION

5.1 Applications will be invited from eligible candidates (registered with local /State employment exchanges as the case may be) through advertisements in local newspapers as per prevailing instructions of Government in this regard. A candidate may make an application for any Education District unit of the State irrespective of his / her home Education District subject to condition that he / she shall apply in respect of one Education District unit only. The candidate shall have to furnish an affidavit to the effect that he / she has not made application for engagement of Sikshya Sahayak in any Education District unit other than the Education District unit applied for in his / her application. If, on verification it is found that the candidate has applied in more than one Education District unit for engagement as Sikshya Sahayak, his / her application shall be rejected without assigning any reason.

6. ELIGIBILITY

6.1 The candidates must have passed H.S.C./+2 examination with C.T. from a recognized Board or University or examination equivalent thereto or B.A./ B.Sc./ B.Com. with B.Ed. from a recognized Board or University or examination equivalent thereto. The un-trained +2 Science Candidates and untrained B.Sc candidates are also eligible to apply. In case of non-availability of trained +2 Science and Trained B.Sc. candidates their case will be considered against the posts earmarked at Para 4.1. The candidates must have Oriya as a subject up to class-VII.

6.2 B.Ed. candidates must have registered their names either in the special employment exchange located at Vani Vihar, Jyoti Vihar, Bhanja Vihar (Bhubaneswar, Sambalpur, Berhampur) or in the State Employment Exchange

at Bhubaneswar. C.T./ Un-trained B.Sc. / +2 candidates must have registered their name in any employment exchange.

7. AGE:

Candidates shall not be below 18 years of age and above 42 years of age. In case of SC/ST, Women & Ex-Servicemen candidates the upper age limit may be relaxed by five years and in case of SEBC, the upper age limit may be relaxed by three years and in case of PH candidates the upper age limit may be relaxed by 10 years.

8. RESERVATION

The O.R.V. Act and other principles of reservation as prescribed by Government, from time to time, shall be followed. Up to 33 1/3% posts will be reserved for women candidates.

9. ASSIGNMENT

The Sikshya Sahayak appointed shall perform the following duties.

- (i) Maintain regularity and punctuality in attending school.
- (ii) They must ensure completion of entire curriculum within the specified time.
- (iii) Assess the learning ability of each child and accordingly supplement additional instructions if any as required.
- (iv) They must ensure minimum level of learning (MLL) for the students as prescribed by the Competent Authority (School & Mass Education Department).
- (v) They must ensure atleast 90% attendance of the children in respective schools in all classes.
- (vi) They shall reduce the dropout of the children in school below 10%.
- (vii) She/He shall motivate the parents / guardians of the village in which Primary School is situated for enrolment of children within the age group of 6 to 14 years. It shall be his/her duty to contact parents / guardians in case children fail to attend classes regularly and get back such children to the classes.
- (viii) They shall perform all such other duties as assigned to them by the competent authority as and when required.

9.1 The Sikshya Sahayaks (SS) will get consolidated monthly remuneration as decided by the Government from time to time.

- 9.2** The Sikshya Sahayaks (SS) would attend training programme as may be fixed by Government, from time to time.
- 9.3** The engagement would be on the basis of annual contract. In case Zilla Parishad decide not to renew the contract, appeal shall lie to Government within three months of non renewal of contract.
- 9.4** The Sikshya Sahayak shall be eligible for casual leave of 12 days during one Calendar year. She/He shall not be entitled to any other authorised absence beyond the above-mentioned period. If he/she remains absent with permission and if she/he does not have any authorised leave at her/his credit, the proportionate amount from consolidated remuneration shall be deducted.
- 9.5** Any Lady Sikshya Sahayak who is having less than two surviving children is entitled to avail leave on account of maternity for three months with usual remuneration.
- 9.6** The agreement as prescribed by the Government, between the C.E.O. Zilla Parishad-*cum*-Collector and Sikshya Sahayak (SS) is to be signed on stamped paper.
- 9.7** Funds as required for remuneration of Sikshya Sahayak (SS) for each district will be placed with the respective Zilla Parishads who shall pay to the SS, through Village Education Committee.
- 10.** The Sikshya Sahayak (SS) after completion of 3 years of continuous satisfactory engagement will be eligible for appointment as Junior Teacher by the Zilla Parishad on contractual basis with consolidated monthly remuneration as decided by the Govt. from time to time.
- The following conditions must be fulfilled by the Sikhya Sahayak for appointment as Junior Teachers by the Zilla Parishad, namely:—
- (i) The Sikshya Sahayak (SS) must have rendered 3 years of continuous service satisfactorily from the date of engagement;
 - (ii) The Sikshya Sahayak (SS), must have ensured 90% attendance of children in respective schools in all classes;
 - (iii) The Village Education Committee must have given positive certificates about attendance and performance of the SS in the schools for the last 3 years;

- (iv) The Sikshya Sahayak (SS) must not have any adverse reports during last 3 years of service in the school as SS. They must have ensured Minimum Level of Learning (MLL) for the students as prescribed by the competent authority; and
- (v) The Sikshya Sahayak (SS) must have reduced the drop out of children of Primary and Upper Primary School to below 10%.

10.1 Candidates not fulfilling the criteria contained in Para –10 above shall not be considered for appointment as junior teachers by the Zilla Parishad.

10.2 The eligibility conditions specified in para-10 shall not apply to 7855 numbers of SSS engaged during the year 2001.

11. The vacancies out of the sanctioned posts in primary and upper primary schools will be filled up by appointment of regular primary school teachers by the Zilla Parishad from among the Sikshya Sahayaks / Jr. Teacher. The above vacancies against which regular primary school teachers would be appointed will be transferred to the Zilla Parishad cadre from the existing district cadre as all the schools would in phases be transferred to Panchayati Raj bodies as to be decided by the Government.

12.1 The Junior Teachers after completion of 3 years of continuous satisfactory engagement as such under Zilla Parishads will be eligible for appointment as regular primary school teachers by the Zilla Parishads on the basis of the number of vacancies to be transferred from the existing District Cadre to the Zilla Parishad cadre and subject to the fulfilment of following conditions.

- (i) The Junior Teachers must have rendered at least 3 years of service as such satisfactorily with an unblemished records.
- (ii) They must have ensured 90% attendance of Children in their respective schools in all classes.
- (iii) They must have been given positive certificate by the Village Education Committee about regular attendance and satisfactory teaching. They must have ensured Minimum Level of Learning (MLL) for the students as prescribed by the competent authority.
- (iv) They must have reduced the dropout of children on the schools below 10%.

- 12.2** Notwithstanding anything to the contrary in Para-12.1, a Sikhya Sahayak after completion of 6 years of continuous satisfactory engagement as Sikhya Sahayak and Junior Teacher, taken together shall be eligible for appointment as Regular Primary School Teacher.
- 13.** The Junior Teachers / Sikhya Sahayaks of Zilla Parishads on rendering satisfactorily service as reviewed every 3 years can continue in service but not beyond 58 years of age.
- 14.** Funds would be placed with Zilla Parishad for remuneration and pay of SS, Junior Teacher and Regular Primary School Teacher appointed by Zilla Parishad, by School & Mass Education Department. Zilla Parishads shall administer the school administration through respective Panchayat Samiti, Gram Panchayat and VEC as decided by them.
- 15.** Service conditions of Regular Primary School Teacher appointed by Zilla Parishad would be formulated by the Government in the School & Mass Education Department.
- 16.** Decision taken in the matter of engagement of Siksha Sahayak (SS) will also be applied *mutatis-mutandis* to the institutions looked after by the ST & SC Development Department.
- 17.** The Government in School & Mass Education Department would put in place a strict, concrete, permanent mechanism to evaluate the performance and eligibility of Sikhya Sahayak, Junior Teacher and regular teacher by the Zilla Parishad at every level.
- 18.** The cases of Sikhya Sahayaks whose engagement have been declared irregular by the Hon'ble High Court may be considered for engagement by giving an opportunity to them to participate in the process of selection by relaxing their upper age limit wherever necessary and their past experience will be taken into consideration for the purpose.
- 19.** For the purpose of Universalisation of Elementary Education, persons engaged by the Government in different schemes such as District Primary Education Programme (DPEP), Education For All (EFA), Non Formal Education (NFE), Gana Sikshaks having requisite qualifications may be considered for engagement as SS by relaxing their upper age limit wherever necessary and

their past experience will be taken into consideration for the purpose as per the instruction issued vide S&ME Department L.No.7196, dated the 19th March, 2006 and Resolution No.3358, dated the 16th February, 2008.

20. The Competent Authority, for the purpose of this Resolution, means the Government in the School & Mass Education Department.

21. This Resolution will take effect from the date of issue.

By order of the Governor

VANDANA KUMARI JENA
Principal Secretary to Government